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Information on Certain
Agencies' Criminal
Investigative Personnel and
Salary Costs

Summary of Statement of Norman J. Rabkin
Director, Administration of Justice Issues



Federal Law Enforcement: Information on Certain Agencies' Criminal Investigative Personnel and Salary Costs

Summary of Statement of Norman J. Rabkin
Director, Administration of Justice Issues

The Subcommittee on Crime, House Committee on the Judiciary, asked GAO to provide information on federal agencies responsible for investigating violations of federal criminal law. GAO's preliminary work identified

- 32 federal agencies with personnel eligible for special law enforcement pay and/or retirement benefits and employed in 9 occupational series that involved investigative work;
- about 41,000 federal employees in those agencies and the 9 occupational series as of March 31, 1995; and
- annual salary costs as of March 31, 1995, of about \$2.2 billion for those employees.

The Subcommittee also asked GAO to discuss jurisdictional overlap and/or duplication among federal agencies with criminal investigative authority. GAO has previously reported on the need to eliminate duplication of criminal investigations among federal agencies. For example, in 1990 GAO reported that both the Federal Bureau of Investigation and the Drug Enforcement Administration were operating separate intelligence-gathering and analysis systems regarding drug trafficking. In 1993, GAO reported that similar duplication existed among several other federal agencies, including the Department of Defense.

The National Performance Review (NPR) raised similar concerns. One action item suggested that the law enforcement functions of the Drug Enforcement Administration and the Bureau of Alcohol, Tobacco and Firearms be transferred to the Federal Bureau of Investigation. We support the need for greater coordination but have not taken a position on consolidation of agencies. In addition, the NPR recommended that the Departments of Justice and the Treasury (1) eliminate duplication in the federal drug intelligence system and (2) reduce the duplication of law enforcement training facilities. GAO reported in December 1994 that both Justice and Treasury had taken some action on eliminating duplication in the federal drug intelligence system. However, regarding the duplication of law enforcement training facilities, Treasury believes that it has taken some action, but Justice has not yet addressed this issue.

In a future report to the Subcommittee, GAO plans to provide more comprehensive data on personnel, associated salary costs, and benefits.

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GAO also plans to provide the Subcommittee with a description of the types of federal criminal violations the agencies are responsible for investigating and the authorities under which the agencies investigate possible federal criminal violations.

Mr. Chairman and Members of the Subcommittee:

I am pleased to appear before you to discuss the composition and salary costs of federal law enforcement personnel with investigative authority in certain federal agencies. You recently asked us to provide information on which agencies are authorized to investigate criminal violations of federal law, the specific authorities of those agencies, the extent of any jurisdictional overlap and/or duplication of efforts, and the number and annual cost of law enforcement personnel in these agencies. Today, I will discuss

- preliminary information we have obtained on federal agencies with personnel employed in certain occupational series with criminal law investigative responsibilities, the number of these personnel, and their associated salary costs; and
- previous information we have developed on jurisdictional overlap and/or duplication of efforts among the agencies.

Over the next few months, we plan to develop and administer a survey to all agencies with federal law enforcement personnel to verify the number of personnel and associated salary and benefit costs. We also plan to provide the Subcommittee a description of the types of federal criminal violations the agencies are responsible for investigating and the authorities under which they investigate possible federal criminal violations.

Scope and Methodology

In 1990, the congressionally mandated National Advisory Commission on Law Enforcement reported its views on the pay, benefits, and other issues related to the recruitment, retention, and morale of federal law enforcement officers. The scope of the study was limited to those occupations meeting the definition of “law enforcement officer” in the special law enforcement retirement provisions at Title 5, U.S. Code sections 8331(20) and 8401(17). Both sections define “law enforcement officer” as including, for example, an employee whose duties are primarily the investigation, apprehension, or detention of individuals suspected or convicted of offenses against the criminal laws of the United States.

We identified the universe of federal law enforcement officers from a slightly broader perspective. Using the U.S. Office of Personnel Management’s (OPM) September 1993 Handbook of Occupational Groups and Series and Central Personnel Data File (CPDF) records as of March 31, 1995, we identified a universe of 65,194 federal employees who

are to be eligible for special law enforcement retirement benefits¹ and/or are eligible for special law enforcement pay² and who were assigned to 1 of 173 occupational series. With the assistance of Subcommittee staff, we identified the following nine series that significantly involved investigative work:

- Park Ranger;
- Police;
- General Inspection, Investigation, and Compliance;
- Compliance Inspection and Support;
- Criminal Investigating;
- Game Law Enforcement;
- Immigration Inspection;
- Customs Patrol Officer; and
- Border Patrol Agent.

Appendix I contains OPM's definitions of these series.

We were not able to include employees of the U.S. Postal Service and the U.S. Capitol Police Force because these personnel are not in the CPDF. We plan to include information on these employees in our final report. In addition, because we understood the Subcommittee's interest to be in federal civilian employees, we did not include information on military police and personnel working under contract for federal agencies. As agreed with the Subcommittee, we did not include 28 Bureau of Prisons (BOP) investigative employees because these employees are involved only in internal investigations of inmate misconduct and other activities related to prison security.

We also obtained annual salary costs for these employees by using the CPDF.³

¹Under special retirement coverage afforded "law enforcement officers" in chapter 83 or 84 of Title 5 of the U.S. Code, law enforcement officers, among others, generally may retire earlier and are covered by a more generous benefit formula than other federal employees.

²For the purposes of certain premium pay provisions, 5 U.S. Code section 5541(3) provides that the term "law enforcement officer" means an employee who meets the definition of "law enforcement officer" under the retirement provisions of section 8331(20) or 8401(17). In addition, the section 5541(3) definition also includes employees who are not subject to such retirement provisions but hold positions that OPM determines would satisfy certain statutory criteria. This category includes Foreign Service security personnel, the U.S. Park Police, and the U.S. Secret Service Uniformed Division. Certain law enforcement officers who have transferred to supervisory or administrative positions and special agents in the Diplomatic Security Service are also included under this definition but were not within the scope of our review.

³We used the adjusted basic pay, which is the sum of an employee's rate of basic pay and any interim geographic adjustment, locality comparability payment, and/or special pay adjustment for law enforcement officers.

Our data on both numbers of employees and salaries are from the CPDF, which receives its data from the agencies. Due to time constraints, we have not yet verified the number of personnel or the salary costs with the agencies to confirm that CPDF data are correct.

To address the Subcommittee's request for information on jurisdictional overlap and/or duplication of efforts, we reviewed previous GAO and National Performance Review (NPR) reports and have summarized our findings in this statement.

Criminal Investigative Agencies, Personnel, and Salary Costs

The federal criminal justice system typically deals with criminal activity occurring in more than one state or criminal activity affecting matters of paramount federal interest, such as federal taxation, civil rights, international trade, securities, narcotics, national defense, federal grant programs, federal contracting, and federally insured financial institutions. Federal criminal law prosecution authority is vested in the Attorney General and is exercised through the prosecutors of the Department of Justice (DOJ) and the 94 U.S. Attorneys Offices. An early stage in any criminal law enforcement system is the detection and investigation of a possible crime. Agencies that report to the Attorney General and whose investigative efforts support the prosecutors include the Federal Bureau of Investigation (FBI) and the Drug Enforcement Administration (DEA). In addition, many other agencies outside DOJ, such as the Internal Revenue Service (IRS), the Customs Service, and the Bureau of Alcohol, Tobacco and Firearms (ATF) also provide major investigative efforts in the federal criminal law enforcement process.

We identified 33 federal agencies with 65,194 employees covered by either law enforcement retirement or special pay as of March 31, 1995. We then identified 32 of the agencies⁴ with 41,342 employees⁵ who were also classified in 1 of the 9 occupational series significantly involved in investigative work. Adjusted basic pay for the employees at the 32 agencies as of March 31, 1995, totaled about \$2.2 billion annually. Over 56 percent, or 23,295 individuals, were employed by DOJ at an annual salary

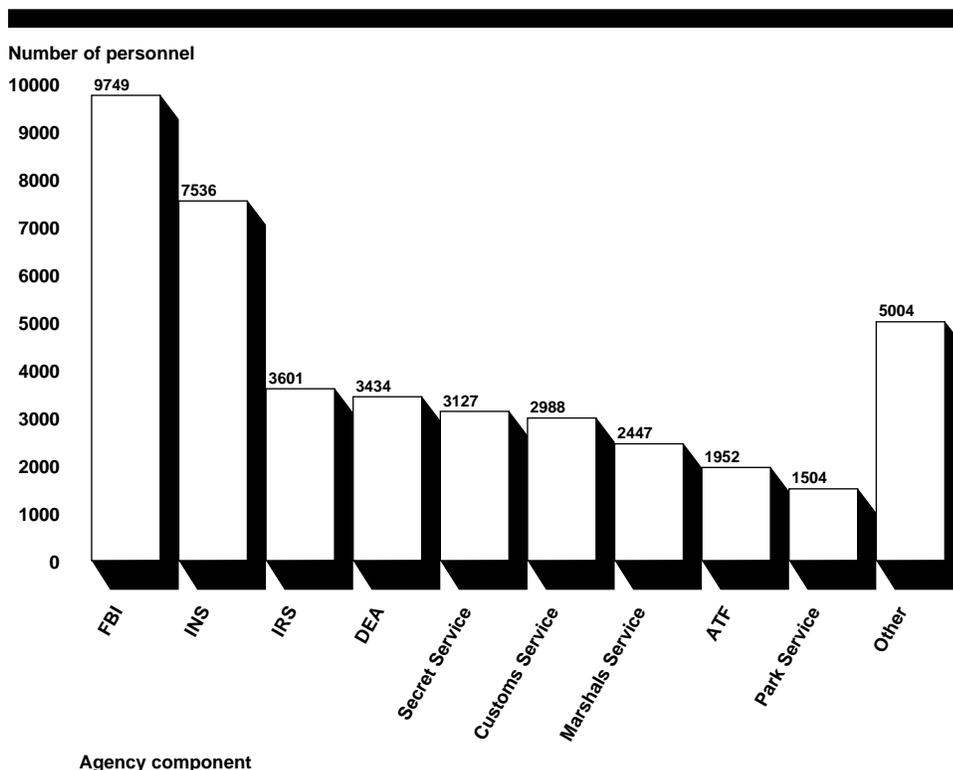
⁴The Peace Corps had only two employees who met these criteria; they were not classified in one of the nine series.

⁵We excluded a total of 23,852 employees from our analysis. BOP (a component of DOJ) had 22,277 employees classified in such series as Correctional Institution Administration, Correctional Officer, Computer Specialist, Accounting Technician, and Education and Vocational Training; BOP also had 28 employees in the investigative series who are involved solely in investigating inmate misconduct and related prison security matters. The remaining 1,545 employees are scattered throughout the agencies and employed in noninvestigative job series, such as Miscellaneous Clerk and Assistant and Supply Clerical and Technician.

cost of about \$1.2 billion. An additional 11,731, or over 28 percent, were employed by Treasury at an annual salary cost of about \$649 million; and 2,344, nearly 6 percent, were employed by the Department of the Interior at an annual salary cost of about \$88 million. The remaining 3,972, or about 10 percent, were employed by the remaining 29 agencies at an annual salary cost of about \$217 million. (See apps. II and III.)

As figure 1 shows, the agency components with the most personnel were the FBI; Immigration and Naturalization Service (INS); IRS; DEA; Secret Service; Customs Service; U.S. Marshals Service; ATF; and National Park Service. Together, these employees represent about 88 percent of the federal law enforcement personnel in the 32 agencies.

Figure 1: Number of Federal Law Enforcement Personnel in the Nine Occupational Series, by Agency Component, as of March 31, 1995



Note: See appendix II for details on other agencies.

Source: Office of Personnel Management, CPDF, March 31, 1995.

Across the agencies, the largest number of investigative personnel, 31,531, or over 76 percent, were employed in the Criminal Investigating series. An additional 4,461, or almost 11 percent, were employed in the Border Patrol Agent series; and 1,968, or almost 5 percent, were employed in the Police series. The remaining 3,382, or over 8 percent, were employed in the remaining occupational series. (See app. II.)

Overlap And/or Duplication

Since 1990, we have issued several reports addressing the issue of federal law enforcement coordination and duplication of investigative efforts. We have generally supported the need for greater coordination of the numerous agencies involved in federal law enforcement. The decentralized operations, including the 94 U.S. Attorneys Offices and the various investigative agencies within DOJ and Treasury, complicate efforts by DOJ to coordinate and direct a variety of initiatives and programs to fight crime. However, we have not taken a position as to whether or to what extent the various law enforcement agencies should be consolidated.

In 1990,⁶ we reported that DEA and the FBI were carrying out their drug law enforcement responsibilities independent of each other. They were independently developing investigative strategies and priorities, operating separate intelligence systems, and using different systems for reporting and measuring their performance. The agencies have since undertaken several joint initiatives designed to enhance coordination, such as efforts to enhance intelligence sharing. Some initiatives were more successful than others. Agency officials acknowledged that day-to-day informal coordination had been more successful than some of their formal coordination efforts.

In 1992⁷ and 1993,⁸ we reported on the coordination of domestic narcotics operations and intelligence activities. We explained that there were many federal law enforcement agencies participating in counternarcotics activities and that each had its own intelligence organization. The agencies with primary responsibility for intelligence activities were DEA, the Customs Service, and the Coast Guard. In addition, DOD provided drug intelligence to support these agencies' efforts. Our review of intelligence reports from these agencies showed duplication among several federal

⁶Justice Department: Coordination Between DEA and the FBI (GAO/GGD-90-59, Mar. 21, 1990).

⁷Drug Control: Inadequate Guidance Results in Duplicate Intelligence Production Efforts (GAO/NSIAD-92-153, Apr. 14, 1992).

⁸Drug Control: Coordination of Intelligence Activities (GAO/GGD-93-83BR, Apr. 2, 1993).

organizations with overlapping areas of responsibility. For example, in April 1992 we reported on duplicative analyses among five agencies analyzing the movement of illegal drugs into Mexico by aircraft.

Both the Department of Commerce's Export Administration and the Customs Service are responsible for investigating violations of export controls. We reported in 1993⁹ that although these authorities and the agencies' enforcement tools were complementary, poor coordination between the agencies was impeding investigation efforts and adversely affecting individual cases. The agencies concluded agreements in 1993 to improve their cooperation efforts.

In our May 1995, report¹⁰ on federal fugitive apprehension, we reported that some interagency coordination problems had adversely affected fugitive apprehension efforts. For example, we cited the FBI's and the Marshals Service's failure to participate on each other's fugitive task forces; disagreements over responsibility for prison escapes involving possible conspiracy charges; and failure, at times, to cooperate with the apprehension of other countries' fugitives. The FBI and the Marshals Service have taken actions to improve coordination and eliminate duplication. Also, in the area of fugitive apprehensions, DOJ's Office of Investigative Agency Policies (OIAP) is to help resolve coordination problems and determine whether fugitive responsibilities are properly aligned among agencies.

The National Performance Review (NPR) Raised Concerns in Several Areas

In September 1993 the NPR¹¹ raised concerns about duplication. One action item suggested transferring the functions of the Drug Enforcement Administration and the Bureau of Alcohol, Tobacco and Firearms to the Federal Bureau of Investigation. We generally agree with and support the need for greater coordination of the numerous agencies involved in federal law enforcement. However, we have not taken a position as to whether the various law enforcement agencies should be consolidated into one or more agencies.

In addition, NPR raised concerns about duplication of drug intelligence systems and overlap and duplication in law enforcement training facilities.

⁹Export Control: Actions Needed to Improve Enforcement (GAO/NSIAD-94-28, Dec. 30, 1993).

¹⁰Federal Fugitive Apprehension: Agencies Taking Action to Improve Coordination and Cooperation (GAO/GGD-95-75, May 2, 1995).

¹¹From Red Tape to Results: Creating a Government That Works Better and Costs Less, report of the National Performance Review, Vice President Al Gore, Sept. 7, 1993.

In our December 1994 report¹² on the NPR, we generally agreed with NPR's recommendation to eliminate duplication and improve coordination in federal drug intelligence among agencies such as Justice, Treasury, and Defense. As of December 1994, DOJ and Treasury had taken some actions on this recommendation. For example, DOJ had created the Office of Investigative Agency Policies (OIAP) to increase efficiency and coordinate specified activities. In February 1994, OIAP noted that agencies had not maximized information-sharing and coordination and recommended actions to DOJ and Treasury to enhance both. None of these actions had been taken as of December 1994. In addition, according to Treasury officials, they had been cooperating with DOJ in its efforts and also had allowed more agencies to participate in the financial information and anti-money-laundering services of the Financial Crimes Enforcement Network.

With regard to the NPR concerns about overlap and duplication in law enforcement training facilities, we have not studied this issue. However, in commenting on the NPR recommendation that duplication be reduced, we agreed that further examination could prove worthwhile. We acknowledged that law enforcement agencies frequently have overlapping jurisdictions and perform functions requiring similar or identical knowledge and skills. According to Treasury officials, the concerns over overlap and duplication in training facilities have been addressed through the Federal Law Enforcement Training Center (FLETC). Governed by an eight-member board representing participating agencies, including DOJ, Treasury, Interior, and the General Services Administration, FLETC provides common training of law enforcement investigators, and individual participating agencies are also allowed to do specialized training. Although over 70 agencies participate in FLETC, several agencies—including the FBI—do not participate. The FBI maintains its own training facilities. As of December 1994, DOJ had not addressed this issue.

Mr. Chairman, this completes my statement. I would be pleased to answer any questions you or other Members of the Subcommittee may have.

¹²Management Reform: Implementation of the National Performance Review's Recommendations (GAO/OCG-95-1, Dec. 5, 1994).

Definitions of Job Series

Following are OPM's definitions of the nine occupational series included in our review. These definitions were obtained from OPM's September 1993 Handbook of Occupational Groups and Series.

GS-025—Park Ranger Series

This series includes positions the duties of which are to supervise, manage, and/or perform work in the conservation and use of Federal park resources. This involves functions such as park conservation; natural, historical, and cultural resource management; and the development and operation of interpretive and recreational programs for the benefit of the visiting public. Duties characteristically include assignments such as: forest and structural fire control; protection of property from natural or visitor related depredation; dissemination to visitors of general, historical, or scientific information; folk-art and craft demonstration; control of traffic and visitor use of facilities; enforcement of laws and regulations; investigation of violations, complaints, trespass/encroachment, and accidents; search and rescue missions; and management activities related to resources such as wildlife, lakeshores, seashores, forests, historic buildings, battlefields, archeological properties, and recreation areas.

GS-083—Police Series

This series includes positions the primary duties of which are the performance or supervision of law enforcement work in the preservation of the peace; the prevention, detection, and investigation of crimes; the arrest or apprehension of violators; and the provision of assistance to citizens in emergency situations, including the protection of civil rights. The purpose of police work is to assure compliance with Federal, State, county, and municipal laws and ordinances, and agency rules and regulations pertaining to law enforcement work.

GS-1801—General Inspection, Investigation, and Compliance Series

This series includes positions the primary duties of which are to administer, coordinate, supervise or perform inspectional, investigative, analytical, or advisory work to assure understanding of and compliance with Federal laws, regulations, or other mandatory guidelines when such work is not more appropriately classifiable in another series either in the investigation group, GS-1800 or in another occupational series.

**GS-1802—
Compliance
Inspection and
Support Series**

This series includes positions which perform or supervise inspectional or technical support work in assuring compliance with or enforcement of Federal laws, regulations, or other mandatory guidelines and which are not classifiable in another, more specific, occupational series. The work requires a knowledge of prescribed procedures, established techniques, directly applicable guidelines, and pertinent characteristics of regulated items or activities.

**GS-1811—Criminal
Investigating Series**

This series includes positions that involve planning and conducting investigations relating to alleged or suspected violations of criminal laws. These positions require primarily a knowledge of investigative techniques and a knowledge of the laws of evidence, the rules of criminal procedure, and precedent court decisions concerning admissibility of evidence, constitutional rights, search and seizure and related issues; the ability to recognize, develop and present evidence that reconstructs events, sequences, and time elements, and establishes relationships, responsibilities, legal liabilities, conflicts of interest, in a manner that meets requirements for presentation in various legal hearings and court proceedings; and skill in applying the techniques required in performing such duties as maintaining surveillance, performing undercover work, and advising and assisting the U.S. Attorney in and out of court.

**GS-1812—Game Law
Enforcement Series**

This series includes all classes of positions the duties of which are to administer, coordinate, supervise, or perform inspectional, investigative, or advisory work to assure public understanding of and compliance with Federal statutes and regulations for the conservation of fish and wildlife resources; in obtaining information on the general condition of such resources; and in the conduct of operations for the abatement of damage to agricultural crops caused by unusual concentrations of wildlife.

**GS-1816—
Immigration
Inspection Series**

This series includes inspection or examining work involving the enforcement and administration of laws relating to the right of persons to enter, reside in, or depart from the United States, Puerto Rico, Guam, and the Virgin Islands. Inspection work requires knowledge of laws, regulations, procedures and policies concerning entry of persons to the United States and eligibility for various benefits under the immigration laws; ability to acquire information about citizenship and status through interviewing persons and examining documents; ability to make sound decisions to enter or exclude aliens from the United States and to

determine eligibility for benefits under the immigration laws; and sound judgment in detaining or apprehending persons at the point of entry who are violating immigration or other laws.

GS-1884—Customs Patrol Officer Series

This series includes positions involved in law enforcement concerned with (1) detecting and preventing the smuggling into or out of the United States of contraband and controlled substances and materials; (2) detecting and preventing theft, pilferage, or diversion of merchandise, cargo, or other materials from areas under Customs jurisdiction or custody; and (3) detecting and apprehending suspected violators of the criminal provisions of the Customs laws of the United States. Enforcement duties are carried out by patrol and surveillance at, around, and between international ports of entry of the United States. Such work requires knowledge and understanding of Customs and related laws, instructions, and precedent decisions; ability to evaluate information; ability to make timely decisions and apply judgment in taking prompt and appropriate actions in all situations and the ability to effectively use basic investigative and law enforcement procedures to enforce the Customs laws and other laws which the Customs Patrol Officer may be called upon to enforce or to assist in enforcing.

GS-1896—Border Patrol Agent Series

This series includes positions involved in enforcement work concerned with (1) detecting and preventing the smuggling or illegal entry of aliens into the United States; (2) detecting and apprehending aliens in violation of the conditions under which they were admitted; (3) detecting and apprehending aliens at interior points in the United States who entered illegally; (4) detecting and apprehending aliens falsely claiming United States citizenship or legal status; (5) detecting and apprehending producers, vendors and users of counterfeit, altered and genuine documents used to circumvent the immigration and nationality laws of the United States; and (6) enforcing criminal provisions of the immigration and nationality laws and regulations of the United States. Such work requires knowledge and understanding of the statutes, regulations, instructions and precedent decisions pertaining to the enforcement of the immigration and nationality laws, ability to evaluate information rapidly, make timely decisions and take prompt and appropriate actions, and the ability to use effectively basic investigative and law enforcement procedures to enforce the immigration and nationality laws and other laws which the Border Patrol Agent may be called upon to enforce or assist in enforcing.

Number of Employees in the Nine Job Series, by Agency, as of March 31, 1995

Agency	Park Ranger (025)	Police (083)
Department of Justice		
Federal Bureau of Investigation	0	0
Immigration & Naturalization Service	0	0
Drug Enforcement Administration	0	0
U.S. Marshals Service	0	0
Inspector General	0	0
Executive Office U.S. Attorneys & Office U.S. Attorney	0	0
Offices, Boards, & Divisions	0	0
Subtotal	0	0
Department of the Treasury		
Internal Revenue Service	0	0
U.S. Secret Service	0	1,045
U.S. Customs Service	0	0
Bureau of Alcohol, Tobacco & Firearms	0	0
Inspector General	0	0
Federal Law Enforcement Training Center	0	0
Departmental Offices	0	0
Subtotal	0	1,045
Department of the Interior		
National Park Service	867	617
Bureau of Indian Affairs	0	281
U.S. Fish & Wildlife Service	0	0
Bureau of Land Management	0	0
Inspector General	0	0
Office of the Secretary	0	0
Subtotal	867	898
Department of the Navy		
Field Offices	0	0
Naval Sea Systems Command	0	0
U.S. Pacific Fleet, Commander in Chief	0	4
Naval Education & Training Command	0	4

**Appendix II
Number of Employees in the Nine Job
Series, by Agency, as of March 31, 1995**

General Inspection^a (1801)	Compliance Inspection^b (1802)	Criminal Investigating (1811)	Game Law (1812)	Immigration Inspection (1816)	Customs Patrol Officer (1884)	Border Patrol Agent (1896)	Total
0	0	9,749	0	0	0	0	9,749
457	949	1,537	0	132	0	4,461	7,536
0	0	3,434	0	0	0	0	3,434
0	36	2,411	0	0	0	0	2,447
0	0	117	0	0	0	0	117
0	0	11	0	0	0	0	11
0	0	1	0	0	0	0	1
457	985	17,260	0	132	0	4,461	23,295
0	0	3,601	0	0	0	0	3,601
0	33	2,049	0	0	0	0	3,127
199	0	2,754	0	0	35	0	2,988
0	0	1,952	0	0	0	0	1,952
0	0	40	0	0	0	0	40
0	0	17	0	0	0	0	17
0	0	6	0	0	0	0	6
199	33	10,419	0	0	35	0	11,731
0	0	20	0	0	0	0	1,504
0	0	93	0	0	0	0	374
1	1	0	223	0	0	0	225
141	0	57	0	0	0	0	198
0	0	42	0	0	0	0	42
0	0	1	0	0	0	0	1
142	1	213	223	0	0	0	2,344
0	0	944	0	0	0	0	944
0	0	15	0	0	0	0	15
0	0	0	0	0	0	0	4
0	0	0	0	0	0	0	4

(continued)

Appendix II
Number of Employees in the Nine Job
Series, by Agency, as of March 31, 1995

Agency	Park Ranger (025)	Police (083)
U.S. Atlantic Fleet, Commander in Chief	0	2
Chief, Naval Operations	0	0
Naval Air Systems Command	0	1
Naval Supply Systems Command	0	1
Naval Security Group Command	0	0
U.S. Marine Corps	0	1
Subtotal	0	13
Department of Agriculture		
U.S. Forest Service	0	0
Inspector General	0	0
Subtotal	0	0
Department of Defense		
Inspector General	0	0
Washington Headquarters Services	0	0
Defense Logistics Agency	0	1
Subtotal	0	1
Department of Health and Human Services		
Office of the Secretary	0	0
Food & Drug Administration	0	0
Subtotal	0	0
Department of Labor		
Inspector General	0	0
Office of the American Workplace	0	0
Subtotal	0	0
Department of Commerce		
National Oceanic & Atmospheric Administration	0	0
U.S. Export Administration	0	0
Inspector General	0	0
Subtotal	0	0
Environmental Protection Agency	0	0
Department of the Air Force		
Office of Special Investigations	0	0
Civilian Personnel Management Center	0	0
Air Force Material Command	0	0

**Appendix II
Number of Employees in the Nine Job
Series, by Agency, as of March 31, 1995**

General Inspection^a (1801)	Compliance Inspection^b (1802)	Criminal Investigating (1811)	Game Law (1812)	Immigration Inspection (1816)	Customs Patrol Officer (1884)	Border Patrol Agent (1896)	Total
0	0	0	0	0	0	0	2
0	0	1	0	0	0	0	1
0	0	0	0	0	0	0	1
0	0	0	0	0	0	0	1
0	0	1	0	0	0	0	1
0	0	0	0	0	0	0	1
0	0	961	0	0	0	0	974
1	38	151	0	0	0	0	190
1	0	258	0	0	0	0	259
2	38	409	0	0	0	0	449
0	0	388	0	0	0	0	388
0	0	4	0	0	0	0	4
0	0	0	0	0	0	0	1
0	0	392	0	0	0	0	393
0	0	236	0	0	0	0	236
0	0	111	0	0	0	0	111
0	0	347	0	0	0	0	347
0	0	150	0	0	0	0	150
127	0	0	0	0	0	0	127
127	0	150	0	0	0	0	277
0	0	1	112	0	0	0	113
0	0	67	0	0	0	0	67
0	0	23	0	0	0	0	23
0	0	91	112	0	0	0	203
0	0	199	0	0	0	0	199
0	0	160	0	0	0	0	160
0	0	8	0	0	0	0	8
0	0	5	0	0	0	0	5

(continued)

Appendix II
Number of Employees in the Nine Job
Series, by Agency, as of March 31, 1995

Agency	Park Ranger (025)	Police (083)
Air National Guard Units (Title 5)	0	0
Subtotal	0	0
General Services Administration		
Public Buildings Service	0	1
Inspector General	0	0
Subtotal	0	1
Federal Deposit Insurance Corporation		
	0	0
Department of Housing & Urban Development		
Inspector General	0	0
Department of Education		
Inspector General	0	0
Department of Transportation		
Inspector General	0	0
U.S. Coast Guard	0	0
National Highway Traffic Safety Administration	0	0
Subtotal	0	0
Department of the Army		
Criminal Investigation Command	0	0
Missile Command	0	0
Training & Doctrine Command	0	5
Test & Evaluation Command	0	0
Forces Command	0	0
Army Medical Command	0	0
Military District of Washington	0	0
Subtotal	0	5
Department of Veterans Affairs		
Inspector General	0	0
Health Administration	0	5
Subtotal	0	5
Department of Energy		
	0	0
Headquarters, National Aeronautics & Space Administration		
	0	0
Department of State		
	0	0
Small Business Administration		
	0	0
Railroad Retirement Board		
	0	0
Securities & Exchange Commission		
	0	0
Federal Emergency Management Agency		
	0	0

**Appendix II
Number of Employees in the Nine Job
Series, by Agency, as of March 31, 1995**

General Inspection ^a (1801)	Compliance Inspection ^b (1802)	Criminal Investigating (1811)	Game Law (1812)	Immigration Inspection (1816)	Customs Patrol Officer (1884)	Border Patrol Agent (1896)	Total
0	0	2	0	0	0	0	2
0	0	175	0	0	0	0	175
0	0	66	0	0	0	0	67
0	0	65	0	0	0	0	65
0	0	131	0	0	0	0	132
28	0	92	0	0	0	0	120
0	0	106	0	0	0	0	106
0	0	83	0	0	0	0	83
0	0	59	0	0	0	0	59
0	0	20	0	0	0	0	20
0	0	4	0	0	0	0	4
0	0	83	0	0	0	0	83
0	0	61	0	0	0	0	61
0	0	6	1	0	0	0	7
0	0	0	0	0	0	0	5
0	0	3	0	0	0	0	3
0	0	2	0	0	0	0	2
0	0	1	0	0	0	0	1
0	0	1	0	0	0	0	1
0	0	74	1	0	0	0	80
0	0	60	0	0	0	0	60
0	0	0	0	0	0	0	5
0	0	60	0	0	0	0	65
0	0	58	0	0	0	0	58
0	0	48	0	0	0	0	48
0	0	44	0	0	0	0	44
0	0	39	0	0	0	0	39
0	0	33	0	0	0	0	33
0	0	21	0	0	0	0	21
0	0	12	0	0	0	0	12

(continued)

Appendix II
Number of Employees in the Nine Job
Series, by Agency, as of March 31, 1995

Agency	Park Ranger (025)	Police (083)
U.S. Office of Personnel Management	0	0
U.S. Information Agency	0	0
National Science Foundation	0	0
Nuclear Regulatory Commission	0	0
Agency for International Development	0	0
Pension Benefit Guaranty Corporation	0	0
National Archives and Records Administration	0	0
Total	867	1,968
(Percent^c)	(2.10)	(4.76)

Appendix II
Number of Employees in the Nine Job
Series, by Agency, as of March 31, 1995

General Inspection^a (1801)	Compliance Inspection^b (1802)	Criminal Investigating (1811)	Game Law (1812)	Immigration Inspection (1816)	Customs Patrol Officer (1884)	Border Patrol Agent (1896)	Total
0	0	10	0	0	0	0	10
0	0	8	0	0	0	0	8
0	0	4	0	0	0	0	4
0	0	3	0	0	0	0	3
0	0	2	0	0	0	0	2
0	0	2	0	0	0	0	2
0	0	2	0	0	0	0	2
955 (2.31)	1,057 (2.56)	31,531 (76.27)	336 (.81)	132 (.32)	35 (.08)	4,461 (10.79)	41,342

^aGeneral Inspection, Investigation, and Compliance.

^bCompliance Inspection and Support.

^cPercentages rounded.

Source: Office of Personnel Management, CPDF, March 31, 1995.

Annual Adjusted Basic Pay of Employees in the Nine Job Series, as of March 31, 1995

Agency	Park Ranger (025)	Police (083)
Department of Justice		
Federal Bureau of Investigation	\$0	\$0
Immigration & Naturalization Service	0	0
Drug Enforcement Administration	0	0
U.S. Marshals Service	0	0
Inspector General	0	0
Executive Office U.S. Attorneys & Office U.S. Attorney	0	0
Offices, Boards, & Divisions	0	0
Subtotal	0	0
Department of the Treasury		
Internal Revenue Service	0	0
U.S. Customs Service	0	0
U.S. Secret Service	0	42,560,193
Bureau of Alcohol, Tobacco & Firearms	0	0
Inspector General	0	0
Federal Law Enforcement Training Center	0	0
Departmental Offices	0	0
Subtotal	0	42,560,193
Department of the Interior		
National Park Service	27,125,474	27,052,403
Bureau of Indian Affairs	0	8,163,243
U.S. Fish & Wildlife Service	0	0
Bureau of Land Management	0	0
Inspector General	0	0
Office of the Secretary	0	0
Subtotal	27,125,474	35,215,646
Department of the Navy		
Field Offices	0	0
Naval Sea Systems Command	0	0
U.S. Pacific Fleet, Commander in Chief	0	111,479
Naval Education & Training Command	0	127,162

**Appendix III
Annual Adjusted Basic Pay of Employees in
the Nine Job Series, as of March 31, 1995**

General Inspection^a (1801)	Compliance Inspection^b (1802)	Criminal Investigating (1811)	Game Law (1812)	Immigration Inspection (1816)	Customs Patrol Officer (1884)	Border Patrol Agent (1896)	Total
\$0	\$0	\$597,668,758	\$0	\$0	\$0	\$0	\$597,668,758
24,264,203	29,631,393	81,073,130	0	5,496,398	0	168,588,178	309,053,302
0	0	201,365,322	0	0	0	0	201,365,322
0	1,093,761	113,021,350	0	0	0	0	114,115,111
0	0	7,237,245	0	0	0	0	7,237,245
0	0	824,124	0	0	0	0	824,124
0	0	93,166	0	0	0	0	93,166
24,264,203	30,725,154	1,001,283,095	0	5,496,398	0	168,588,178	1,230,357,028
0	0	206,457,375	0	0	0	0	206,457,375
11,270,331	0	155,334,022	0	0	1,443,919	0	168,048,272
0	1,275,975	118,488,668	0	0	0	0	162,324,836
0	0	108,583,822	0	0	0	0	108,583,822
0	0	2,430,426	0	0	0	0	2,430,426
0	0	1,115,770	0	0	0	0	1,115,770
0	0	450,595	0	0	0	0	450,595
11,270,331	1,275,975	592,860,678	0	0	1,443,919	0	649,411,096
0	0	790,824	0	0	0	0	54,968,701
0	0	3,943,162	0	0	0	0	12,106,405
30,613	28,121	0	11,436,615	0	0	0	11,495,349
4,195,189	0	2,849,176	0	0	0	0	7,044,365
0	0	2,491,849	0	0	0	0	2,491,849
0	0	64,986	0	0	0	0	64,986
4,225,802	28,121	10,139,997	11,436,615	0	0	0	88,171,655
0	0	50,039,378	0	0	0	0	50,039,378
0	0	393,164	0	0	0	0	393,164
0	0	0	0	0	0	0	111,479
0	0	0	0	0	0	0	127,162

(continued)

Appendix III
Annual Adjusted Basic Pay of Employees in
the Nine Job Series, as of March 31, 1995

Agency	Park Ranger (025)	Police (083)
U.S. Atlantic Fleet, Commander in Chief	0	31,245
Chief, Naval Operations	0	0
Naval Air Systems Command	0	32,250
Naval Supply Systems Command	0	25,628
Naval Security Group Command	0	0
U.S. Marine Corps	0	32,847
Subtotal	0	360,611
Department of Agriculture		
U.S. Forest Service	0	0
Inspector General	0	0
Subtotal	0	0
Department of Defense		
Inspector General	0	0
Washington Headquarters Services	0	0
Defense Logistics Agency	0	25,612
Subtotal	0	25,612
Department of Health and Human Services		
Office of the Secretary	0	0
Food & Drug Administration	0	0
Subtotal	0	0
Department of Labor		
Inspector General	0	0
Office of the American Workplace	0	0
Subtotal	0	0
Department of Commerce		
National Oceanic & Atmospheric Administration	0	0
U.S. Export Administration	0	0
Inspector General	0	0
Subtotal	0	0
Environmental Protection Agency	0	0
Department of the Air Force		
Office of Special Investigations	0	0
Civilian Personnel Management Center	0	0

**Appendix III
Annual Adjusted Basic Pay of Employees in
the Nine Job Series, as of March 31, 1995**

General Inspection ^a (1801)	Compliance Inspection ^b (1802)	Criminal Investigating (1811)	Game Law (1812)	Immigration Inspection (1816)	Customs Patrol Officer (1884)	Border Patrol Agent (1896)	Total
0	0	0	0	0	0	0	31,245
0	0	24,038	0	0	0	0	24,038
0	0	0	0	0	0	0	32,250
0	0	0	0	0	0	0	25,628
0	0	32,889	0	0	0	0	32,889
0	0	0	0	0	0	0	32,847
0	0	50,489,469	0	0	0	0	50,850,080
52,590	1,215,383	7,182,960	0	0	0	0	8,450,933
47,667	0	13,944,629	0	0	0	0	13,992,296
100,257	1,215,383	21,127,589	0	0	0	0	22,443,229
0	0	21,913,435	0	0	0	0	21,913,435
0	0	158,148	0	0	0	0	158,148
0	0	0	0	0	0	0	25,612
0	0	22,071,583	0	0	0	0	22,097,195
0	0	14,216,152	0	0	0	0	14,216,152
0	0	6,272,832	0	0	0	0	6,272,832
0	0	20,488,984	0	0	0	0	20,488,984
0	0	9,517,246	0	0	0	0	9,517,246
7,109,206	0	0	0	0	0	0	7,109,206
7,109,206	0	9,517,246	0	0	0	0	16,626,452
0	0	44,063	5,686,754	0	0	0	5,730,817
0	0	4,144,038	0	0	0	0	4,144,038
0	0	1,237,784	0	0	0	0	1,237,784
0	0	5,425,885	5,686,754	0	0	0	11,112,639
0	0	11,091,720	0	0	0	0	11,091,720
0	0	8,008,295	0	0	0	0	8,008,295
0	0	217,893	0	0	0	0	217,893

(continued)

Appendix III
Annual Adjusted Basic Pay of Employees in
the Nine Job Series, as of March 31, 1995

Agency	Park Ranger (025)	Police (083)
Material Command	0	0
Air National Guard Units (Title 5)	0	0
Subtotal	0	0
General Services Administration		
Public Buildings Service	0	26,679
Inspector General	0	0
Subtotal	0	26,679
Federal Deposit Insurance Corporation	0	0
Department of Housing & Urban Development	0	0
Inspector General	0	0
Department of Education Inspector General	0	0
Department of Transportation		
Inspector General	0	0
U.S. Coast Guard	0	0
National Highway Traffic Safety Administration	0	0
Subtotal	0	0
Department of the Army		
Criminal Investigation Command	0	0
Missile Command	0	0
Training & Doctrine Command	0	141,423
Test & Evaluation Command	0	0
Forces Command	0	0
Army Medical Command	0	0
Military District of Washington	0	0
Subtotal	0	141,423
Department of Veterans Affairs		
Inspector General	0	0
Health Administration	0	138,349
Subtotal	0	138,349
Department of Energy	0	0
Headquarters, National Aeronautics & Space Administration	0	0
Department of State	0	0
Small Business Administration	0	0
Railroad Retirement Board	0	0
Securities & Exchange Commission	0	0

**Appendix III
Annual Adjusted Basic Pay of Employees in
the Nine Job Series, as of March 31, 1995**

General Inspection ^a (1801)	Compliance Inspection ^b (1802)	Criminal Investigating (1811)	Game Law (1812)	Immigration Inspection (1816)	Customs Patrol Officer (1884)	Border Patrol Agent (1896)	Total
0	0	199,668	0	0	0	0	199,668
0	0	69,492	0	0	0	0	69,492
0	0	8,495,348	0	0	0	0	8,495,348
0	0	2,345,473	0	0	0	0	2,372,152
0	0	4,069,729	0	0	0	0	4,069,729
0	0	6,415,202	0	0	0	0	6,441,881
1,990,724	0	6,608,438	0	0	0	0	8,599,162
0	0	6,025,704	0	0	0	0	6,025,704
0	0	4,638,672	0	0	0	0	4,638,672
0	0	3,387,260	0	0	0	0	3,387,260
0	0	1,006,698	0	0	0	0	1,006,698
0	0	297,460	0	0	0	0	297,460
0	0	4,691,418	0	0	0	0	4,691,418
0	0	2,788,308	0	0	0	0	2,788,308
0	0	273,735	34,665	0	0	0	308,400
0	0	0	0	0	0	0	141,423
0	0	106,794	0	0	0	0	106,794
0	0	33,132	0	0	0	0	33,132
0	0	30,263	0	0	0	0	30,263
0	0	43,356	0	0	0	0	43,356
0	0	3,275,588	34,665	0	0	0	3,451,676
0	0	3,014,849	0	0	0	0	3,014,849
0	0	0	0	0	0	0	138,349
0	0	3,014,849	0	0	0	0	3,153,198
0	0	3,311,389	0	0	0	0	3,311,389
0	0	2,888,855	0	0	0	0	2,888,855
0	0	2,424,257	0	0	0	0	2,424,257
0	0	2,200,174	0	0	0	0	2,200,174
0	0	1,656,454	0	0	0	0	1,656,454
0	0	1,599,385	0	0	0	0	1,599,385

(continued)

Appendix III
Annual Adjusted Basic Pay of Employees in
the Nine Job Series, as of March 31, 1995

Agency	Park Ranger (025)	Police (083)
Federal Emergency Management Agency	0	0
U.S. Office of Personnel Management	0	0
U.S. Information Agency	0	0
National Science Foundation	0	0
Nuclear Regulatory Commission	0	0
Agency for International Development	0	0
Pension Benefit Guaranty Corporation	0	0
National Archives and Records Administration	0	0
Total	\$27,125,474	\$78,468,513
(Percent^c)	(1.24)	(3.59)

**Appendix III
Annual Adjusted Basic Pay of Employees in
the Nine Job Series, as of March 31, 1995**

General Inspection^a (1801)	Compliance Inspection^b (1802)	Criminal Investigating (1811)	Game Law (1812)	Immigration Inspection (1816)	Customs Patrol Officer (1884)	Border Patrol Agent (1896)	Total
0	0	737,331	0	0	0	0	737,331
0	0	594,531	0	0	0	0	594,531
0	0	433,509	0	0	0	0	433,509
0	0	95,701	0	0	0	0	95,701
0	0	344,287	0	0	0	0	344,287
0	0	140,118	0	0	0	0	140,118
0	0	94,157	0	0	0	0	94,157
0	0	51,557	0	0	0	0	51,557
\$48,960,523	\$33,244,633 (1.52)	\$1,804,233,170 (82.58)	\$17,158,034 (.79)	\$5,496,398 (.25)	\$1,443,919 (.07)	\$168,588,178 (7.72)	\$2,184,718,842

^aGeneral Inspection, Investigation, and Compliance.

^bCompliance Inspection and Support.

^cPercentages rounded.

Source: Office of Personnel Management, CPDF, March 31, 1995.

Related GAO Products

Drug War: Observations on the U.S. International Drug Control Strategy (GAO/T-NSIAD-95-182, June 27, 1995).

Federal Fugitive Apprehension: Agencies Taking Action to Improve Coordination and Cooperation (GAO/GGD-95-75, May 2, 1995).

Management Reform: Implementation of the National Performance Review's Recommendations (GAO/OCG-95-1, Dec. 5, 1994).

Export Controls: Actions Needed to Improve Enforcement (GAO/NSIAD-94-28, Dec. 30, 1993).

Management Reform: GAO's Comments on the National Performance Review's Recommendations (GAO/OCG-94-1, Dec. 3, 1993).

Drug Control: The Office of National Drug Control Policy—Strategies Need Performance Measures (GAO/T-GGD-94-49, Nov. 15, 1993).

Environmental Crime: Issues Related to Justice's Criminal Prosecution of Environmental Offenses (GAO/T-GGD-94-33, Nov. 3, 1993).

Drug Control: Reauthorization of the Office of National Drug Control Policy (GAO/T-GGD-94-7, Oct. 5, 1993).

Drug Control: Reauthorization of the Office of National Drug Control Policy (GAO/GGD-93-144, Sept. 29, 1993).

Customs and INS: Dual Management Structure for Border Inspections Should Be Ended (GAO/GGD-93-111, June 30, 1993).

Drug Control: Coordination of Intelligence Activities (GAO/GGD-93-83BR, Apr. 2, 1993).

Bank and Thrift Failures: The Government Could Do More to Pursue Fraud and Wrongdoing (GAO/T-GGD-93-1, Jan. 28, 1993).

Bank and Thrift Criminal Fraud: The Federal Commitment Could Be Broadened (GAO/GGD-93-48, Jan. 8, 1993).

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(GAO/T-GGD-92-12, Feb. 6, 1992).

War on Drugs: Information Management Poses Formidable Challenges
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